

FIG. 1

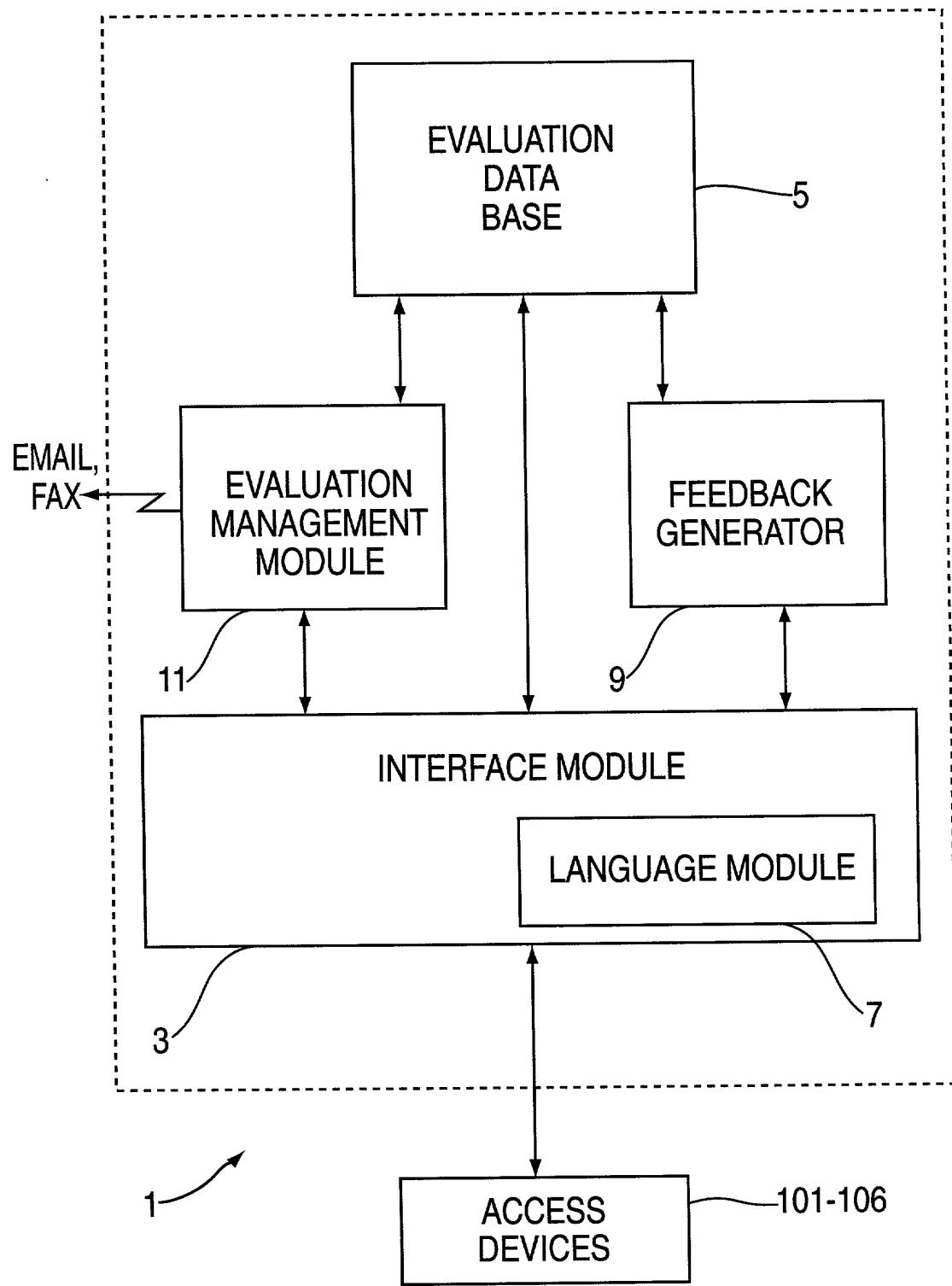


FIG. 2

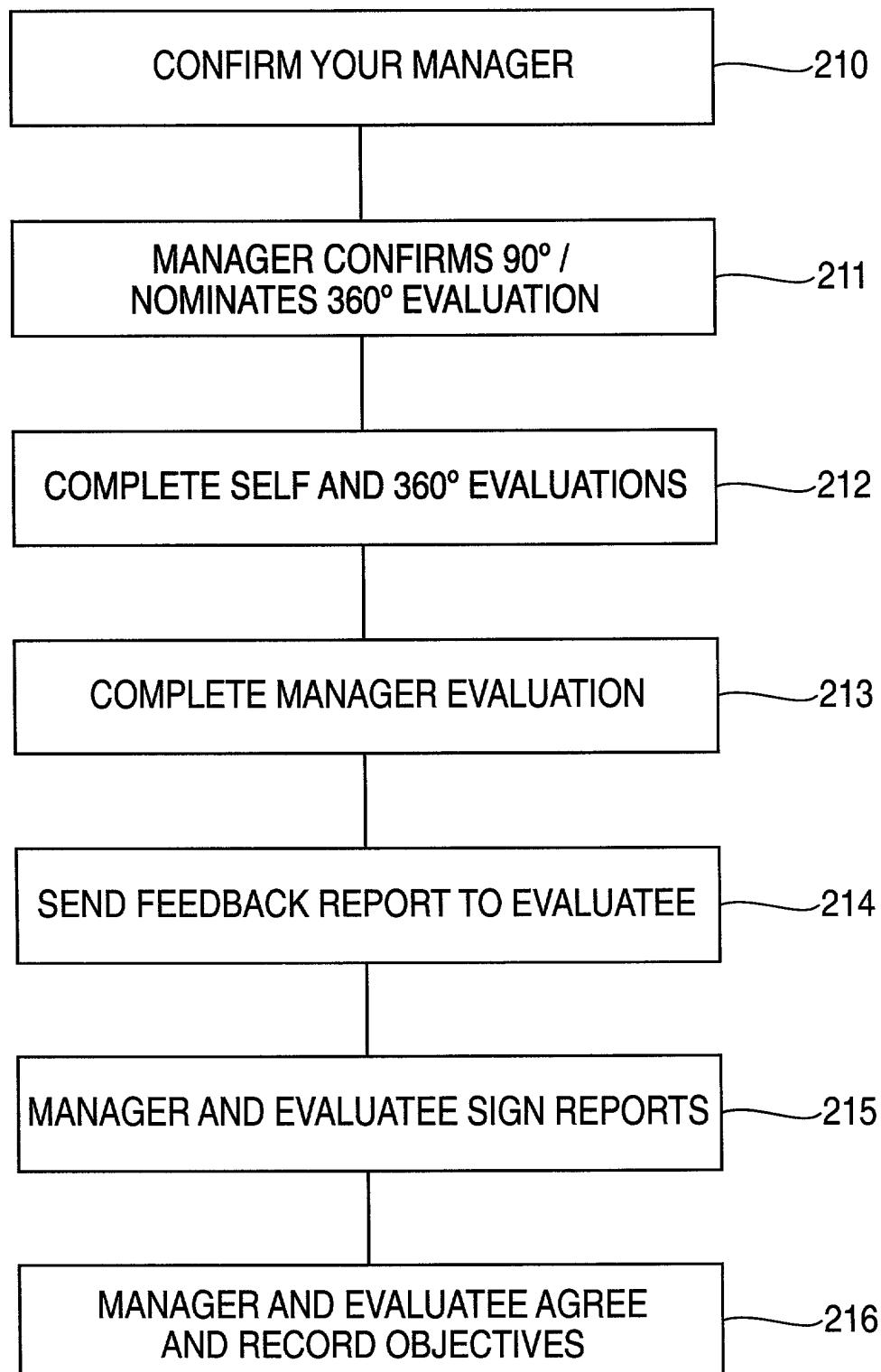


FIG. 3

FIG. 4

FIG. 5A

http://192.168.168.13/ubs/data.nsf/main?opennavigator&language=default-Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Favorites History Go Links

Address http://192.168.168.13/ubs/data.nsf/main?opennavigator&language=default

Submit Hide 90°/360° Print

http://192.168.168.13/ubs/workflow.nsf/MANMEFDetailFrameSet-Microsoft Internet Explorer

Save Close

Customer Focus People Focus Results Focus Functional/Technical Focus

Customer Focus People Focus Results Focus Functional/Technical Focus

Managing Customer Relationships Evitee 1 2 3 4 5 6 7 8 9 10 11 12

Building trust and mutual respect with customers. Understanding and anticipating their needs, in order to achieve outcomes which benefit both the customer and the Company.

Rating A B C D E OX

Influencing Others 364

Building and using networks of key influencers, both internal and external as appropriate to achieve business results.

Directly influencing other's thinking or actions.

Rating A B C D E OX

Strategic Perspective

Being committed to the Company's business strategy and relating it to one's own function and role. Contributing where appropriate to strategy formulation.

Rating A B C D E OX

Cross Company Co-operation

Collaborating effectively across products, teams and business areas. Identifying and exploiting opportunities to work co-operatively within the Company.

Rating A B C D E OX

People Focus

Drive and Confidence

Demonstrating energy and self-confidence, consistently striving for excellence and overcoming barriers.

Rating A B C D E OX

Evitee: Elizabeth Bryant 2 B • Ratings made by evaluators

Competency Ratings Detail ratings

Customer Relationships B

Others B

perspective B

Company Co-operation B

made by evaluators B

Confidence B

Team B

Diversity B

ing B

made by evaluators B

Change B

Use of Resources B

Managing Risks B

Living B

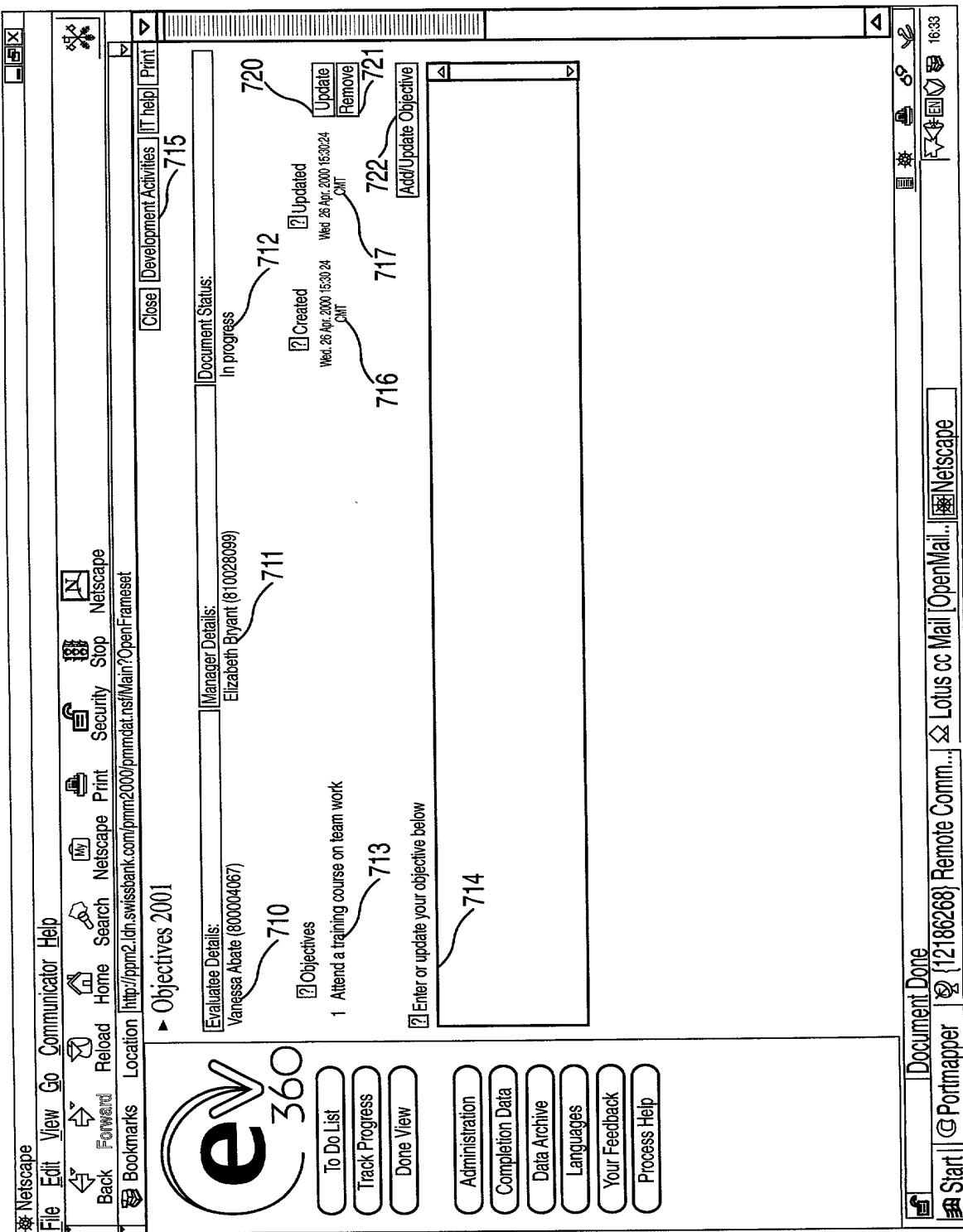
• Ratings made by evaluators

Start Internet

EN 12.02

FIG. 5B

7/15



700

FIG. 6

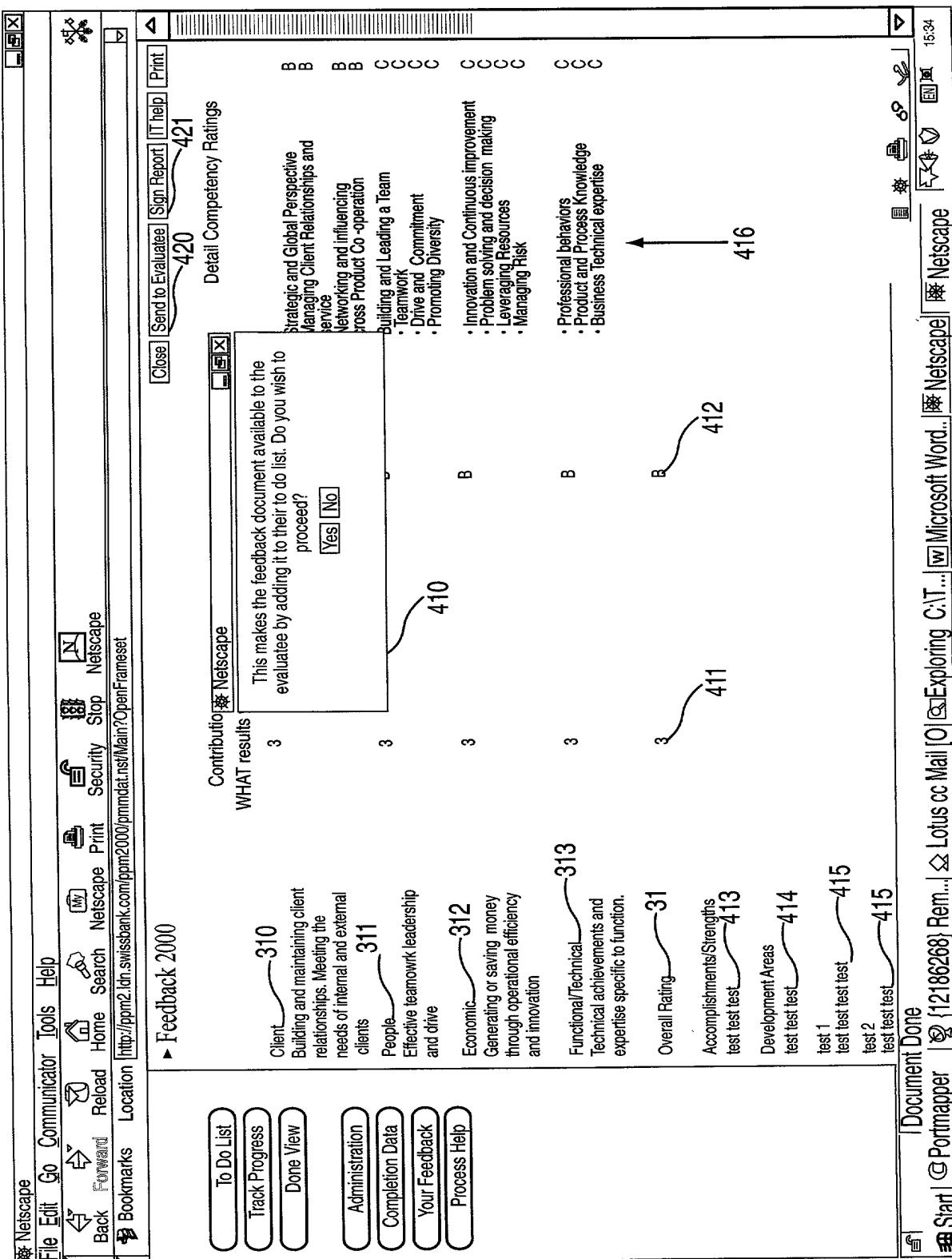
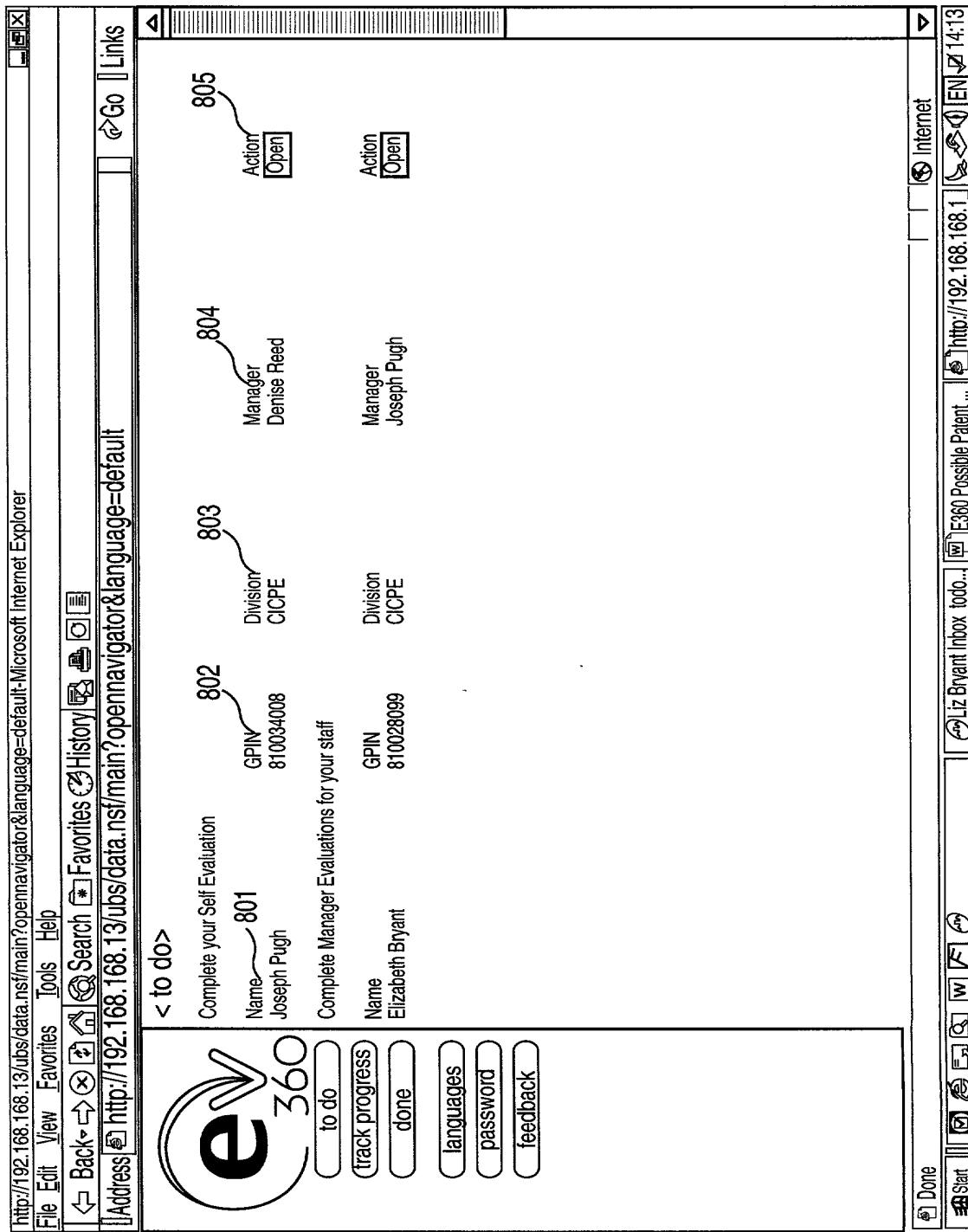
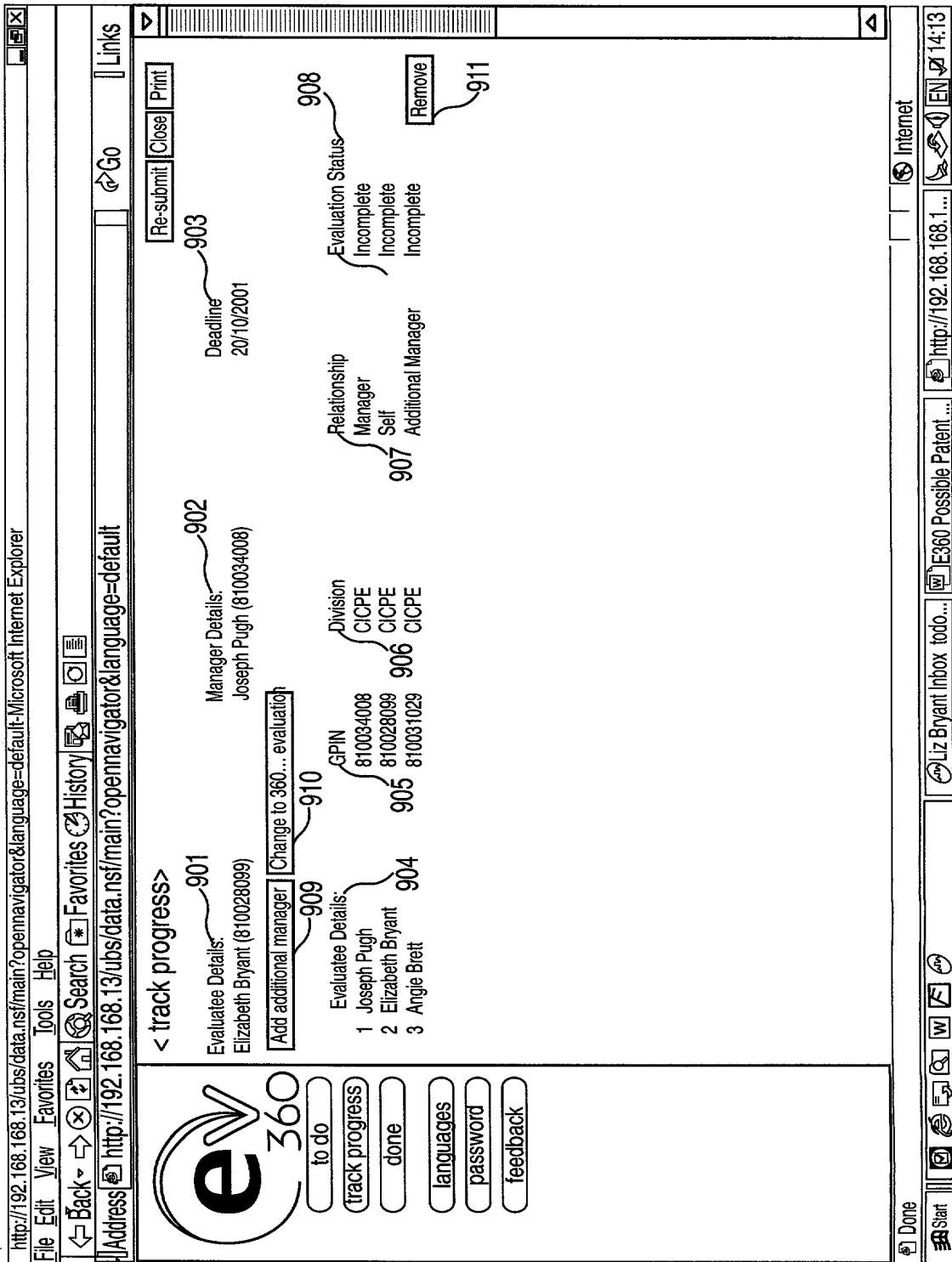


FIG. 7



8
FIG.

900



9
FIG.

FIG. 10

1101

12/15

Evaluatee Details:

Claire Weller (810027129)

Manager Details:

John Davies (810030647)

Deadline

25/11/2001

Previous evaluations Objectives

310

Contribution

WHAT results were achieved

Competency

HOW results were achieved

Detail
Competency
Rating

Customer Focus
Building and maintaining
client relationships.
Meeting the needs of
internal and external clients

O1 O2 O3 O4 O5 Ox

O A O B O C O D O E Ox

- Managing Customer Relations
- Influencing Others
- Strategic Perspective
- Cross Company Co-operator

People Focus
Effective teamwork
leadership and drive

O1 O2 O3 O4 O5 Ox

O A O B O C O D O E Ox

- Drive and Confidence
- Leading a Team
- Encouraging Diversity
- Teamworking

Results Focus
Generating or saving
money through operational
efficiency and innovation

O1 O2 O3 O4 O5 Ox

O A O B O C O D O E Ox

- Innovation and Change
- Optimising Use of Resources
- Taking and Managing Risks
- Problem Solving

Functional/Technical Focus
Technical achievements
and expertise specific to
function

O1 O2 O3 O4 O5 Ox

O A O B O C O D O E Ox

- Professional Standards
- Product and Process Knowledge
- Technical Skills

Overall rating

O1 O2 O3 O4 O5 Ox

O A O B O C O D O E Ox

413

Accomplishments/Strengths

Organises/prioritises own work and time effectively. Argues a case logically, justifying own efforts. Piloted user groups/hardware workshop
Assisted hardware/electronics research enterprises. Shows respect for individual diversity. Takes into consideration other's ideas.

Plans/organises projects well applying Project Management skills. Shows understanding of what other teams/departments do.

Trabaja muy bien con miembros de su equipo de distintos países y culturas.

Da una respuesta muy rápida a las preguntas del cliente.

Toma en consideración las opiniones de los demás.

Siempre da apoyo a su equipo y asegura que todos dan sus opiniones.

414

Development Areas

Effectively uses business skills required for the role to support the achievement of objectives.

Works and interacts well with team members of different cultural and personal backgrounds.

Seeks opportunities to increase knowledge and experience of cultural differences.

Debe tener la confianza en sí para sugerir sus ideas propias. Necesita entrenamiento en la presentación de ideas.

FIG. 11A

<Detalles del evaluado>
Claire Weller (810027129)

valuaciones pasadas Objetivos

310'

fogueo en los clientes
construir y mantener
laciones con clientes.
Responer a las
ecesidades de clientes
ternales y externales.

Detalles del generante:
John Davies (810030647)

Fecha de entrega:
25/11/2001

2 Contribución
QUE resultados
estaban alcanzados

O1 O2 O3 O4 O5 Ox

2 Competencia
COMO se alcanzo a
los resultados

O A O B O C O D O E Ox

Valoraciones de
competencia

Valoraciones

- Administrar relaciones con clientes
- Influir los demás
- Perspectiva estratégica
- Cooperación dentro de la empresa

foque humano
Trabajo de equipo.
derazgo y empuje
fectivo.

O1 O2 O3 O4 O5 Ox

O A O B O C O D O E Ox

- Empuje y confianza.
- Dirigencia de un equipo.
- Apoyar la diversidad
- Trabajar en equipos.

nfoque en los resultados
enerar o ahorrar dinero
or operaciones eficaces y
innovadoras

O1 O2 O3 O4 O5 Ox

O A O B O C O D O E Ox

- Innovación y cambio
- Optimizar el empleo de recursos
- Tomar y administrar riesgos
- Resolución de problemas

nfoque funcional/ecnical
ogros técnicos y
especialización específico
la función

O1 O2 O3 O4 O5 Ox

O A O B O C O D O E Ox

- Normas profesionales
- Conocimiento del producto y proceso
- Capacidades técnicas

Valoración global

O1 O2 O3 O4 O5 Ox

O A O B O C O D O E Ox

Logros/Fuerzas

413'

Organises/prioritises own work and time effectively. Argues a case logically, justifying own efforts. Piloted user groups/hardware workshop Assisted hardware/electronics research enterprises. Shows respect for individual diversity. Takes into consideration other's ideas.

Plans/organises projects well applying Project Management skills. Shows understanding of what other teams/departments do.

Trabaja muy bien miembros de su equipo de distintos países y culturas.

Da una respuesta muy rápida a las preguntas del cliente.

Toma en consideración las opiniones de los demás.

Siempre da apoyo a su equipo y asegura que todos dan sus opiniones.

Terreno de desarrollo

414'

Effectively uses business skills required for the role to support the achievement of objectives.

Works and interacts well with team members of different cultural and personal backgrounds.

Seeks opportunities to increase knowledge and experience of cultural differences.

Debe tener la confianza en sí para sugerir sus ideas propias. Necesita entrenamiento en la presentación de ideas.

1200

e360

< vendor evaluation >

Vendor Details:
BDE Technology (2006)

VRM Details:
Claire Reed (20001)

Product Specifications **Service Level Agreements**

Close **Save** **Submit** **Print**

1201 Importance Value of this performance area **1208** Performance What results were achieved

Commercial Considerations
Please complete detail ratings for this criteria

1202

Support and After Sales
Please complete detail ratings for this criteria

1203

Functionality and Performance
Please complete detail ratings for this criteria

1204

Technical
Please complete detail ratings for this criteria

1205

Overall rating

Action Plan **1210**

Future Strategy **1211**

1209 Deadline
30/03/2001

1207

Detail Performance Ratings

Detail Ratings

- Competitive Pricing
- Fair Contractual Conditions

Excellent
Excellent

Detail Ratings

- Geographical Coverage
- Timeliness of Support

Excellent
Poor

Detail Ratings

Detail Ratings

Detail Ratings

Detail Ratings

Detail Ratings

Detail Ratings

FIG. 12

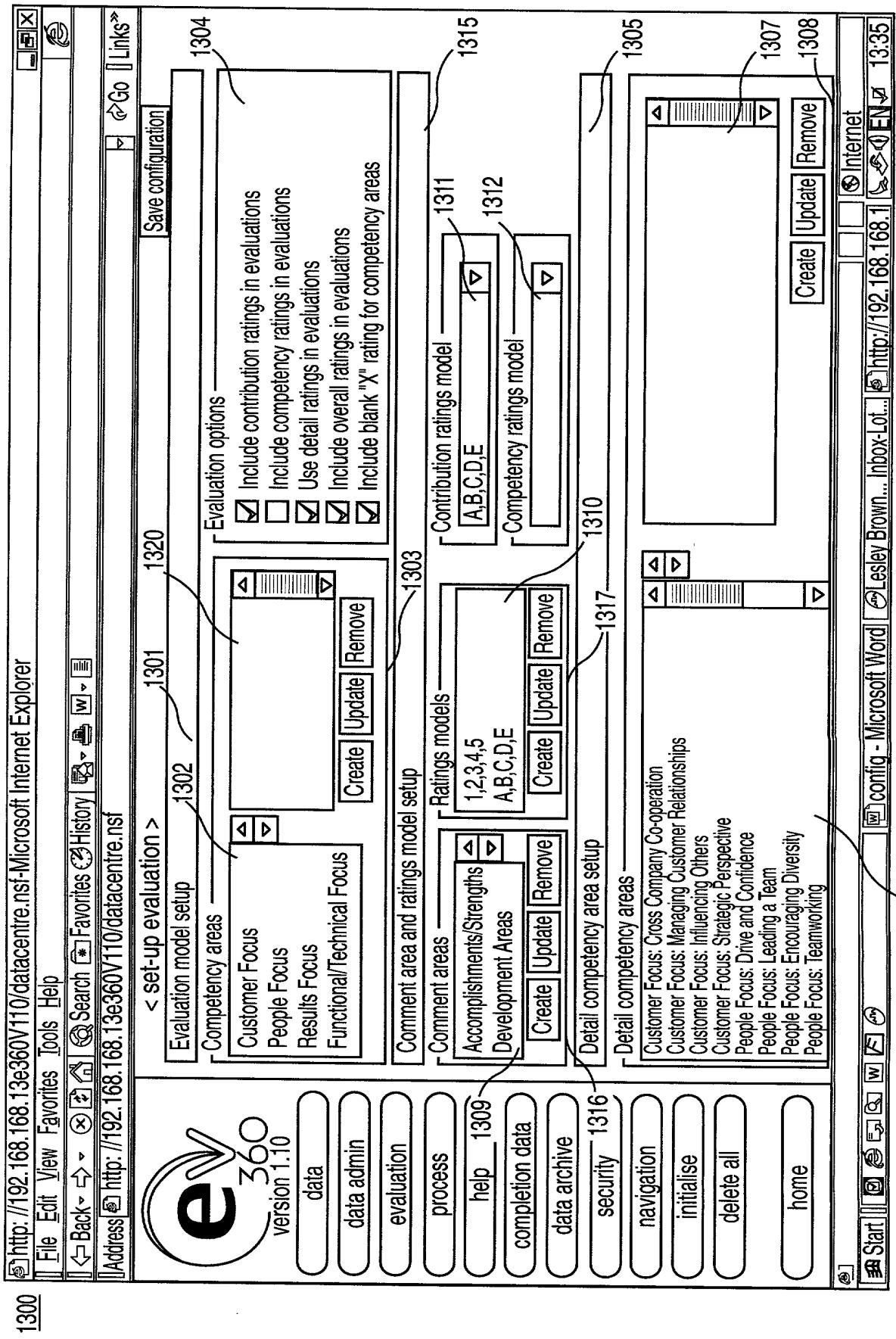


FIG. 13